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ATTORNEY GENERAL

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Benefits Summary

The Attorney General's Office offers a generous benefits package to its employees. A summary of those benefits is provided here, as well as some helpful links.

Employees in positions under a collective bargaining agreement may have different benefits and leave time available to them. If you are applying for a position under a collective bargaining agreement and wish additional information, please call the Human Resources Division at the Attorney General's Office at (617) 727-2200, ext. 2039.

Health and Insurance

In conjunction with the Commonwealth's Group Insurance Commission, the following benefits are offered to regular employees who work at least 18 ³/₄ hours per week:

- A variety of health insurance options
- Basic life insurance in the amount of \$5,000, and optional term life insurance up to 8 times your annual salary
- Long-term disability insurance
- Dental/Vision insurance
- Dependent Care Assistance Plan for pre-tax dependent care savings
- Health Care Spending Account for pre-tax health care savings

Links:

[Commonwealth Of Massachusetts Group Insurance Commission \(GIC\) Plans](#)

[GIC Life Insurance](#)

[GIC Long Term Disability \(LTD\)](#)

[GIC Dental Insurance through MetLife](#)

[GIC Vision Insurance through Davis Vision](#)

[Pre-Tax Dependent Care Assistance Program \(DCAP\)](#)

[Health Care Spending Account \(HCSA\)](#)

Additional Benefits

In addition, the Attorney General's Office participates in the following additional benefit programs for its employees (eligibility requirements may apply).

- Tuition reimbursement for state schools
- MBTA Pass Program for pre-tax savings
- Savings Bonds
- Massachusetts Buying Power, which provides discounts and/or value-added incentives on major consumer goods and services to group and family members through its network of preferred vendors

Links:

[State Employee Tuition Remission Program](#)

[Mass Buying Power Inc.](#)

Retirement

Our employees participate in the Commonwealth's retirement system administered by the State Retirement Board. Employees may also participate in the Commonwealth's Deferred Compensation Plan as an additional pre-tax retirement savings program.

Links:

[Massachusetts Employee State Retirement System](#)

[Massachusetts Deferred Compensation SMART Plan](#)

Leave Time

Paid leave time is offered to regular employees who work at least 18 ¾ hours per week. The information listed for you here is based on a full-time work schedule and would be pro-rated for part-time employees. Please note that leave policies are subject to change at any time.

Vacation Leave

Non-Exempt employees (those who are eligible to earn compensatory time) earn 9.375 hours paid vacation leave on a monthly accrual basis, or 112.5 hours (15 days) per year.

- After 9 ½ years of credible service with the state, vacation leave will be earned at the rate of 12.5 hours per month, or 150 hours (20 days) per year.
- After 19 ½ years of credible service with the state, vacation leave will be earned at the rate of 15.625 hours per month, or 187.5 hours (25 days) per year.

Exempt employees (those who do not earn compensatory time) are eligible to earn 12.5 hours paid vacation leave on a monthly accrual basis, or 150 hours (20 days) per year.

- After 9 ½ years of credible service with the state, vacation leave will be earned at the rate of 15.625 hours per month, or 187.5 hours (25 days) per year.

Sick Leave

Employees earn 7.5 hours (one day) of paid sick leave on a monthly basis, or 90 hours (12 days) per year.

Personal Leave

Employees who are on the payroll as of January 1st are awarded three days of paid personal leave per calendar year. Employees who are hired on or after January 1st will be awarded personal leave on a pro-rated basis based on their hire date and the applicable quarter of the calendar year.

Hire Date	Amount of Personal Leave in First Year
January 1 - March 1	22.5 hours or 3 days
April 1 - June 30	15 hours or 2 days
July 1 - September 30	7.5 hours or 1 day
October 1 - December 31	0

Holidays and Other Leave

We offer 13 paid holidays as well as bereavement leave, cancer screening leave, blood donor leave, Extended Illness Leave Bank leave, and other types of leave in compliance with federal and state leave laws.